

NOAA's Office of Oceanic & Atmospheric Research



EEO/Diversity Program Office



Equal Employment Opportunity (EEO)

Mission

To bring awareness to employees, applicants for employment and management about Equal Employment Opportunity/Diversity through the following:

- **Empowerment** - Consultation services to employees, managers and applicants.
- **Exposure** - Recruitment and outreach activities for short and long-term recruitment.
- **Education** - Federal EEO Mandated training, Special Emphasis programs and Connections newsletter.
- **Evaluation** - Monitor employment statistics to prepare reports for NOAA, DOC, EEOC and OPM.



Key Activities: Empowerment

- EEO information to employees on the bases one can file an EEO complaint
- Provide EEO Updates and yearly EEO and harassment policies
- Executive Coaching to Managers
- Recommend EEO/Diversity Awards for Exemplary Service
- Provide advice to Senior Management
- Maintain communication with the EEO Advisory Committee and address issues brought to the attention of the EEO Office
- Provide resources for outreach and recruitment and a library of EEO/Diversity related materials available for checkout



Key Activities: Exposure

- Sponsor Special Emphasis Training Seminars, e.g. Schedule A hiring, cultural awareness observance months
- Facilitate agency involvement in the yearly summer intern orientation program for the Office of Education and EPP Biennial Education and Science Forum
- Participate in local career fairs and national conferences such as AISES, SACNAS, NABG, DPS and WIS
- Establish partnerships with national women and minority organizations working to increase the STEM pool, e.g., AISES, SACNAS, NABG, WIS
- Involve scientists in outreach programs with Minority Serving Institutions and the NOAA Cooperative Science Centers
- Involve OAR scientists in presentations at national women & minority conferences and programs



Key Activities: Education

- Ensure compliance with the Department of Commerce's No Fear Act for all employees by providing mandatory EEO training every other year.
- Distribute Fact Sheets during each of the Federally recognized Special Emphasis Observance Months
- Host special emphasis observance month presentations on site and via webinar to increase cultural awareness and promote and provide resources to laboratories for hosting their own programs
- Produce *Connections*, a quarterly newsletter that highlights the accomplishments of laboratories across the agency in the area of EEO/Diversity
- Participate in Special Emphasis Training Conferences and support employee attendance (SAIGE, FEW, IMAGE, BIG, FAPAC)
- Collaborate with groups and organizations such as the BLDC, FEW and BIG to host diversity training at NOAA



Key Activities: Evaluation

- Provide yearly OAR federal permanent workforce report to OAR management.
- Produce demographic reports requested by the labs and program offices
- Provide information for the MD-715 report that is submitted to the EEOC
- Provide information for MD-715 quarterly reports to the NOAA Civil Rights Office
- Provide information for Minority Serving Institutions reports (HBCU, TCU, HSI)
- Provide information for FEORP
- Use laboratory quarterly reports for inclusion in EEO newsletter and all above required reports



Collateral Duty Resource: EEO Advisory Committee

- Represent each of the OAR labs and program offices and serve as the communication and point of contact on EEO related matters
- Provide Quarterly Laboratory Reports specific to EEO/Diversity related activities: *Resources dedicated to EEO; Special Positions Established; Community and Education Outreach and Education; Tribal Engagement; Special Recognition and Awards*
- Assist with logistics for EEO Mandatory Training
- Assists in the distribution of information to employees and to the community about OAR and its EEO program activities

NOAA Tribal Team

- Serve as OAR's Point of Contact to the NOAA Tribal Team
- Assist the NOAA Tribal Liaison to fulfill the requirements of the NOAA Tribal Policy and ensure compliance with DAO 218-0, and Executive Order 13175
- Report and record OAR Tribal engagement activities
- Provide training on topics such as Tribal consultation, Working Effectively with Tribes and Traditional Ecological Knowledge
- Ensure OAR complies with reporting requirements and requests for information on tribal engagement activities
- Share information and resources on relevant tribal conferences and events



FY 20 Highlights - Workforce Diversity

National Minority Science Conferences:

- AISES National Conference in Milwaukee, WI
- SACNAS National Conference in Honolulu, HI
- BEYA Global Competitiveness Conference in Washington, DC

Local and Regional Outreach Activities:

- ESRL/CSL - Denver Public Schools 8th Grade Career Day with 4000 participants - 82% minority, October 2019.
- NSSL - Women in Science Conference at the Science Museum Oklahoma, 10/22/19 and Citizen Potawatomi Nation Virtual College Fair in September
- AOML - University of Miami-Rosenstiel School of Marine and Atmospheric Science outreach event *Exploring Marine Science Day* or Women in Science Day, 11/16/19.
- OER - Girls in Technology workshop, University of New Hampshire Center for Coastal and Ocean Mapping/Joint Hydrographic Center, 10/15/20.
- GML – American Samoa Observatory tours and NOAA Corp presentations to the Advanced Placement Environmental Science class from Samoana High School; Nu'uuli Vocational Technical High School; Manumalo Baptist School students; and American Samoa Community College oceanography class.
- ESRL/GSL - Government Career Day event to educate students from the University of Colorado-Denver, Community College of Denver, and Metro State University, 3/5/20
- GFDL - MPOWIR (Mentoring Physical Oceanography Women to Increase Retention) telephone conferences for early career women in physical oceanography; and Princeton Women in Geosciences (PWIGS) program.

FY 20 Highlights - Workforce Diversity

Minority Serving Institutions Outreach and Mentors

- WPO – Segayle Thompson participated in the 18th Annual Alfred Street Baptist Church HBCU Festival at the Gaylord Hotel and Conference Center in National Harbor, MD, 1/25/20
- NSSL – Bob Rabin adjunct faculty member at the Keweenaw Bay Ojibwa Community College, Baraga, MI, and NOAA CREST, City College of New York.
- AOML - Renellys Perez participated in a NCAS panel for Howard University on NOAA/atmosphere observations and technologies, 7/20
- OER - Genene Fisher serves on Howard University's NCAS-M External Advisory Board. The Board reviews NCAS-M education and research activities and provides recommendations to its executive management team and the Vice President for Research. Genene participated in the NCAS-M Annual Meeting, 8/17-18/20
- GSL - Joe Olson serves as a mentor and member of the doctoral thesis committee for David Melecio-Vasquez, a Ph.D. candidate in the Department of Engineering at the City College of New York.
- CSL - Dr. W. Alan Brewer was a mentor to [Adrian Diaz-Fortich](#), NOAA CESSRST, who successfully defended his doctoral thesis on July 29, 2020, "Innovative Applications of Laser Remote Sensing of Gases, Aerosols and Wind" based on his research on the spatial distribution of aerosols over New York City and the emission sources that contribute to the increase of pollution in the metropolitan area.

FY 20 Highlights - Workforce Diversity

HIRES – Special Hiring Authorities:

- WPO - A non-minority female Pathway Intern was converted to full-time Federal employee.
- PSL – An American Indian male and AISES member was hired as an STC contractor as part of PSL's progression plan.
- ESRL - Two employees were hired using the Schedule A Hiring Authority for People with Disabilities
- OER – A non-minority female who completed her 2-year Presidential Management Fellowship was hired as a Federal employee.
- PMEL – A non-minority male was hired using the Veterans Recruitment Appointment (VRA)

STUDENT INTERNSHIPS

- There were 70 student interns across OAR during Summer 2020 using various programs including NERTO, EPP/MSI, Hollings Scholars, William Lapenta, SOARS, REU, CIGLER, CIMRS, CIMES Research Internship Program at Princeton University

NERTO/CSC Interns:

- PSL: One CESSRST graduate student, Engela Sthapi, City College of New York (CCNY)
- CSL: Two CESSRST students, Harold Gamarro, CCNY and Brent McBride, UMBC
- ARL/ASMD: Two NCAS graduate students, Maurice Roots, UMBC and Malachi Berry, Howard University
- AOML: One CCME student, David Lecusay, University of Texas Rio Grande Valley

NOAA EPP/MSI:

- PSL - Koffi Apegnadjro, CCNY
- PMEL -Ilyana K. Collins, University of Arkansas

Hispanic Serving Institution:

- GFDL – Quianna Berry, Bronx Community College

FY 20 Highlights – Workplace Inclusion

- Workplace Harassment Training for the FY19-20 cycle. 70% of employees completed the training.
- EEO/Diversity Awards for Exemplary Service during FY20 were presented to employee (Kandis Boyd, WPO) and Program Office (WPO). A special award was given to John Cortinas, who was the Director at the time of the accomplishments.
- Black History Month program, *A Poetic Dialogue on Race* co-hosted by the Boulder Labs Diversity Council on February 13, 2020.
- Women in Sciences Leadership Workshop in Boulder, CO, November 4-6, 2019. Dana Mueller, GSL employee reported on her experience in the EEO newsletter.
- Florida Diversity and Inclusion Workshop on June 2, 2020. OAR employees Sim Aberson and Catalina Martinez were on the panel.
- FEW virtual conference, July 2020.
- DEI workshop and discussion of the film, *“Can We Talk? Difficult Conversations with Underrepresented People of Color: Sense of Belonging and Obstacles to STEM Fields”* film at the Senior Research Council (SRC) meeting on June 23, 2020. The talk was led by Nicole Mason, DaNa Carlis and Catalina Martinez.
- Effective Communication in The Midst of Crisis 6/17, 7/15/20 and 7/29/20

FY 20 Highlights – Workplace Inclusion

- Unconscious Bias informational briefing for all OAR employees on July 22, August 5 and 12, 2020 and participants of the American Fisheries Society Meeting requested by the AFS First Vice-President and OAR Employee, Dr. April Croxton, September 12, 2020.
- Fourth Annual Diversity and Inclusion Summit, “Our Differences are Our Strengths” held virtually on September 1, 2020.
- Employees Recognized for Diversity and Inclusion:
 - Catalina Martinez, Women of Color (WOC) Diversity Leadership in Government Award, October 2019
 - Georgia Madrid, OAR EEO/Diversity Program Office - NOAA Administrator’s Award and recognition as part of NOAA’s 50th anniversary, NOAA Legends: people of color who were “firsts” in NOAA science, service and stewardship.
 - Dr. Kandis Boyd, WPO, Dr. John Cortinas, AOML, Georgia Madrid, Nicole Mason, OAR EEO/Diversity Program Office, NOAA Administrator’s Group Award for Women of NOAA hashtag implementation with Kenneth Bailey, Office of Inclusion & Civil Rights (OICR) and Keisha Palmer, OICR
 - Dr. Kandis Boyd, Career Achievement in Government Award at the 2020 BEYA STEM Conference, February 2020.

FY 20 Highlights – Sustainability

- OAR EEO Office:
 - Connections Newsletter highlights EEO/Diversity activities across OAR.
 - A special Student Edition of the EEO Connections Newsletter was produced to capture the experiences of some of the student interns. <https://eeo.oar.noaa.gov/Newsletter/2020/2020studentedition1.pdf>
 - Fact Sheets for all the special emphasis observance months are produced and distributed OAR wide.
 - Profiles in Diversity was issued on a monthly basis highlighting OAR employees.
 - Produced and distributed the FY19 EEO Program Status report for OAR permanent employees to Senior Management and all employees.
 - Require EEOAC to submit quarterly reports on EEO and D&I activities for the newsletter and all reporting requirements.
- The OAR Diversity and Inclusion Advisory Committee (ODIAC) is led by Ko Barrett and Gary Matlock.
- All EEO Policies were updated and distributed OAR wide.
- D&I was addressed in OAR Updates and distributed OAR wide.

EEO Office Staff – Contact Information



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[Website](https://eeo.oar.noaa.gov/)

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Acronyms

- AIHEC – American Indian Higher Education Consortium
- AISES - American Indian Science & Engineering Society
- BEYA - Black Engineers of the Year Awards
- BIG - Blacks In Government
- BLDC – Boulder Labs Diversity Council
- CCME - NOAA Center for Coastal and Marine Ecosystems
- CESSRST - NOAA Center for Earth System Sciences & Remote Sensing Technologies
- CIGLR - Cooperative Institute for Great Lakes Research
- CIMES - Cooperative Institute for Modeling the Earth System
- CIMRS – Cooperative Institute for Marine Resources Studies
- CSC – Cooperative Science Centers
- D&I – Diversity and Inclusion
- DPAWG – Diversity and Professional Advancement Working Group
- DPS – Denver Public Schools
- EEOAC – EEO Advisory Committee
- EEOC – Equal Employment Opportunity Commission
- EPP/MSI - Educational Partnership Program with Minority Serving Institutions
- FAPAC - Federal Asian Pacific American Council
- FEW - Federally Employed Women
- FEORP – Federal Equal Opportunity Recruitment Program
- HACU – Hispanic Association of Colleges and Universities
- HBCU - Historically Black Colleges & Universities
- HSI - Hispanic Serving Institutions
- IMAGE – National Image Inc (Hispanic organization)
- MD-715 – Management Directive
- MPOWIR - Mentoring Physical Oceanography Women to Increase Retention
- MSI - Minority Serving Institutions
- NERTO – NOAA Experiential Research & Training Opportunities
- NABG – National Association of Black Geoscientists
- NCAS – NOAA Center for Atmospheric Sciences
- NCEPS – National Coalition for Equity in Public Service
- NSF – National Science Foundation
- NYCALC - Native Youth Community Adaptation and Leadership Congress
- OED – Office of Education
- REU – Research Experiences for Undergraduates
- SAIGE - Society of American Indian Government Employees
- SACNAS – Advancing Hispanics/Chicanos & Native Americans in Science
- STEM – Science, Technology, Engineering, Math
- TCU - Tribal Colleges and Universities
- UMBC – University of Maryland Baltimore County
- WIS - Women In Science